

# IPMA-HR Caribbean Region HR Conference

June 16-18, 2009



*“Renewal in a Time of Crisis”*

*HR's response to the extraordinary challenges of the moment:*

- \*Global Economic Crisis*
- \*Administration Change*
- \*Shrinking Budgets - New Mandates*
- \*The Aging Workforce & More*



Join us for the 3rd Annual  
IPMA-HR Caribbean Region HR Conference  
June 16-18, 2009

The Frenchman's Reef & Morning Star  
Marriott Beach Resort  
St. Thomas, U.S. Virgin Islands

*“Renewal in a Time of Crisis”*

Sponsored by  
International Public Management Association for  
Human Resources (IPMA-HR)

Government of U.S. Virgin Islands,  
Department of Personnel

Government of British Virgin Islands,  
Department of Human Resources

*For registration or conference information*  
visit [www.ipma-hr.org](http://www.ipma-hr.org)  
or contact us at (703) 549-7100

# Conference Theme

## **“Renewal in a Time of Crisis”**

We live in times of turmoil, transition and uncertainty. How are these trends and pressures impacting the HR Function? And how is HR responding? At this year’s Caribbean Region HR Conference, under the theme of **Renewal in a Time of Crisis**, we will examine HR initiatives and responses at cascading levels and locations of government – federal, state, local, island – and the private sector. The never-ending challenge of succession management, now exacerbated by institutional flux will receive special attention. We will also explore challenges at the individual employee level, in particular on what awaits the enormous Baby Boomer cohort advancing inexorably on retirement and life stages beyond career employ-

## **Program at-a-Glance** *(tentative and subject to change)*

### **Monday, June 15, 2009**

1:00 pm - 4:00 pm

#### **HR Directors Workshop**

IPMA-HR’s world-wide experience strongly confirms that professional events serve two distinct but reinforcing purposes: the opportunity to learn what is new and pulsing in professional thinking, and; space to swap “war stories”, concrete experience of innovating, taking risks and learning from what ensues. The HR Directors Workshop aims to address this latter need and offers a unique opportunity for senior Caribbean HR leaders to engage in a confidential, open and free-flowing exchange of practical ideas and experience. The target audience embraces HR Director/Assistant HR Director (or equivalent). One of IPMA-HR’s most sought-after events!

### **Day One: Tuesday, June 16, 2009**

9:00 am - 9:30 am

Welcome & Opening Remarks

9:30 am - 10:30 am

#### **John Palguta, Vice President of Policy, *The Partnership for Public Service***

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize the federal government by inspiring a new generation to serve and by transforming the way government works. The new Obama Administration has signaled its intention to forge major change in the way the federal workforce is positioned and managed. This presents both opportunities and challenges. John Palguta will share The Partnership’s insights into the likely direction and nature of this imminent change.

10:30 am - 10:45 am

Break

11:00 am - 12:00 pm

#### **Valdemar A. Hill, Jr., Ph.D., President & CEO, *The Hill Group, retired tenured business professor, University of the Virgin Islands***

In a declining economy it is all too easy to lose sight of longer term human capital and leadership development needs. Professor Hill will argue that this is the very moment when corporations and agencies should pay more attention to succession management in particular. The engineering of a successful succession management system requires the development and implementation of two very important programs. These are the twin components of succession planning and leadership development. Together, they comprise the succession management system. They are future-oriented human capital components.

12:00 pm - 1:30 pm

Lunch

Sponsored by U.S. OPM, Center for Talent Services



CENTER FOR  
TALENT SERVICES  
WORKFORCE SOLUTIONS by Government, for Government®

1:30 pm - 3:00 pm

#### **Fagan D. Stackhouse, IPMA-CP, Human Resources Director, City of Virginia Beach, Virginia**

Like many public, private and government agencies, the City of Virginia Beach has been challenged with providing continuous quality service while facing financial cutbacks. Human Resources is using the current economic crisis as an advantage in strengthening partnerships, realigning strategies and developing current and future leaders. With a “no layoff” practice, Virginia Beach is using Workforce Planning and Learning & Development Strategies to retain and enhance a quality workforce. Learn more about sustaining a quality workforce in tough economic times.

3:00 pm - 3:15 pm

Break

3:30 pm - 5:00 pm

#### **Bob Harris, Vice President, NE Region, Performance Learning Systems**

This session will be interactive and highlight the value of “Knowing” before engaging with your employees and colleagues. Communication is a critical component of every work relationship, and sensory, organizational and temperament style preferences are reflected in how we communicate. Once you know and appreciate your own and co-workers’ styles, you can work with them more harmoniously and productively. Discovering not only your own style, but also the preferences of those who have a style different from yours leads to greater “Knowing” - as it evolves from the data generated by a unique tool created for turning around failing learning organizations (and strategies that are available from that information). This knowledge is key to the accomplishment of vision through improvement in the quality of relationships, flow of information and the development if trust in all of the participants of an organization. This leads to more effective and targeted employee development efforts and more effective supervisory and employee engagement with their work and with each other.

Evening Social Activity

Governor’s Mansion (hosted by USVI Dept of Personnel)

# Program at-a-Glance *(continued)*

## Day Two: Wednesday, June 17, 2009

- 8:00 am - 9:00 am Continental Breakfast
- 9:00 am - 9:30 am Welcome & Opening Remarks
- 9:30 am - 10:30 am **Samuel Wilkins, IPMA-CP, Human Resources Director, South Carolina Budget and Control Board, Office of Human Resources**  
South Carolina has been hit hard by the current economic turmoil. Unemployment is one of the highest in the nation and public sector budgets have contracted on average by 15% since July 1, 2008. The state's Human Resources Department has won recognition for its pro-active response to this crisis. The integrated HR strategy developed in response tempers the making of hard choices – through a combination of layoffs and voluntary separation incentive programs – with managing the softer side of organizational stress, including confronting layoff survivor syndrome, preempting productivity loss and staunching collateral hemorrhaging of talent. Execution is set in the context of longer-term workforce planning and management.
- 10:30 am - 10:45 am Break
- 11:00 am - 12:00 pm **David Etheridge, IPMA-CP, Human Resources Director, City of Dallas, Texas**  
The City of Dallas, Texas has confronted many workforce management challenges in recent years, not least mitigating the devastation of Hurricane Katrina through systematic efforts by its Human Resources Department to absorb displaced talent from the City of New Orleans into its workforce. The Human Resources function is also pioneering other initiatives including strengthening, in concrete ways, the notion of workforce accountability and executing cost avoidance strategies in the area of benefits administration, particularly health care cost management. We will learn more about these and other initiatives from David Etheridge at the conference.
- 12:00 pm - 1:30 pm Lunch
- 1:30 pm - 3:30 pm **Dr. James W. Walker, International HR Consultant, founder of The Human Resource Planning Society**  
Dr. Walker is recent co-author with Linda H. Lewis of the Amazon best seller: *Work Wanted: Protect Your Retirement Plans in Uncertain Times*. *Work Wanted* is a practical, hard-hitting guide aimed at Baby Boomers who confront a new urgency about thinking through the full ramifications of life beyond career employment. With so many retirement plans placed in jeopardy by the collapse of individual savings accounts, there is no better moment for those edging towards the end of full-time employment to conduct a thorough and honest audit of means and dreams.
- 3:30 pm - 3:45 pm Break
- 4:00 pm - 5:00 pm **Dorian L. Lennon MBA/HCM, MSW, RGN**  
**Helping Employees Cope During This Economic Crisis And With The Life Changes That Can Occur**  
The harsh economic times are as real to Caribbean employees as they are in any part of the world. Employees, who spend most of their waking hours at work, need all the assistance that they can get to cope in these times and with the life changes that happen as a result. Dorian, a Training Consultant and Counselor will discuss steps that have been taken to assist employees to develop coping skills. Ms. Lennon, an adjunct lecturer in Sociology and Training (Training of Trainers) with the Vocational Training Development Institute, a branch of the National Training Agency in Jamaica, and an External Verifier (Nursing-Jamaica) for City & Guilds, London, is presently completing a consultancy for the assessment of Social Service Delivery organizations (9 islands) commissioned by the Organization of the Eastern Caribbean States (OECS). Ms. Lennon also facilitates workshops in Private and Public Sector organizations in Jamaica and the Caribbean on Managing Change, Stress Management, Training of Trainers, Occupational Health, Time Management, Healthy lifestyles, Leadership and Supervision among others.

## Day Three: Thursday, June 18, 2009

- 8:00 am - 9:00 am Continental Breakfast
- 9:00 am - 10:00 am **Fred Mills, Public Sector HR Consultant and Author**  
Mr. Mills is the author of the forthcoming book: *Civil Disservice: Federal Employment Culture and the Challenge of Genuine Reform*. *Civil Disservice* takes a provocative look at the institutional impediments to HR reform in the public sector – why do so many change initiatives fall short of expectations or flounder? Mills argues for a shift in emphasis away from the mechanics of HR to a focus on reforming the culture of government service, through altered incentives and fresh approaches to managing the public sector employment compact.
- 10:30 am - 12:00 pm Closing Panel Session  
Conference Highlights / Closing Remarks

# Registration Information

## Location

Marriott Frenchman's Reef  
#5 Estate Bakkeroe  
P.O. Box 7100  
St. Thomas, VI 00801-0100  
www.marriottfrenchmansreef.com



**Room Block Expires  
May 15, 2009**

As an award-winning Caribbean Resort, the Frenchman's Reef & Morning Star Marriott Beach Resort in St. Thomas provides guests with an unmatched Caribbean experience-elegant accommodations overlooking a secluded beach and sweeping vistas of the Caribbean's most majestic harbor- on an island rich in romantic lore. The 479 hotel rooms makes Frenchman's Reef the largest Caribbean vacation resort in the U.S Virgin Islands. The Frenchman's Reef Hotel in St. Thomas offers views of Charlotte Amalie Harbor. Surrounded by Caribbean waters, the hotel provides luxury accommodations in an exclusive setting. Enjoy the sites of St. Thomas or simply lounge at the pool. With 5 restaurants, 6 bars and 3 swimming pools, Frenchman's promises an unparalleled Caribbean vacation.

## REGISTRATION FEES

<b>Full Conference Registration</b>	<b>\$500</b>
<b>Group Discount (5 or more staff from same organization)</b>	<b>\$425</b>
<b>One Day Registration (Tuesday or Wednesday)</b>	<b>\$250</b>
<b>On-Site Full Conference Registration (registrations received after May 29)</b>	<b>\$550</b>

*Full conference registration for the 2009 Caribbean Region HR Conference includes all education sessions, refreshment breaks, and lunch (Tuesday and Wednesday only). One-day conference registration includes the meals and sessions on the day of attendance only.*

## HOTEL

The Marriott Frenchman's Reef has set aside a group of rooms for the 2009 Caribbean Region HR Conference at a special hotel rate of \$187/night (resort view/single/double) and \$226/night (water view/single/double) plus tax.

## RESERVATIONS

All reservations must be made individually through the Hotel's Reservation Department by calling **800-228-9290**. Make sure you request the IPMA-HR Caribbean Conference room block.

*Please Note: Special hotel rates are effective until **May 15, 2009**. After that date, reservations will be taken on a space and rate available basis only. We recommend that you make your reservations early.*



## IPMA-HR Caribbean Region HR Conference

The Frenchman's Reef & Morning Star Marriott Beach  
Resort - St. Thomas, U.S. Virgin Islands

June 16-18, 2009

### METHODS OF REGISTRATION

#### By Fax

Faxed registrations are welcomed. Please complete the registration form and fax it to **(703) 684-0948**.

#### Online

Online registrations are welcomed with credit card payment only. Visit [www.ipma-hr.org](http://www.ipma-hr.org) for more details.

#### By Mail

Send your completed registration form with complete payment to:

IPMA-HR Caribbean HR Conference  
1617 Duke Street  
Alexandria, VA 22314

#### In Person/On-Site

If you are unable to register before the **May 29, 2009** advance registration deadline, we encourage you to register at the on-site Registration Desk at the Frenchman's Reef Marriott during the following days/times:

- Tuesday, June 16                      8:00 a.m. - 3:00 p.m.
- Wednesday, June 17                8:00 a.m. - 11:00 a.m.

### PAYMENT

Full payment must be received with your registration form. Make checks payable to IPMA-HR or charge your registration to MasterCard or Visa. A purchase order will be accepted in place of a check or credit card payment. An invoice will only be issued with a purchase order request.

***Please note: Registrations received without complete payment or purchase order will not be processed.***

### CONFIRMATION

IPMA-HR will acknowledge receipt of registrations and payments within one week (faxed registrations) and two weeks (mailed registrations). *Registrations received after the May 29, 2009 advance registration deadline will be processed, but no advance confirmation will be sent.*

### BADGES/TICKETS

Your badge and registration materials will be held for you at the Conference Registration Desk located in the Conference Center of the Frenchman's Reef Marriott.

### CANCELLATION/REFUND POLICY

Refunds – less a \$75 cancellation fee – will be made for cancellations **requested in writing** by June 5, 2009. No refunds will be made for cancellation requests received after June 5, 2009. Refunds will be processed – via your method of payment – within four to five weeks following the conference.



**IPMA-HR Caribbean Region HR Conference**

**The Frenchman's Reef & Morning Star Marriott Beach  
Resort • St. Thomas, U.S. Virgin Islands**

**June 16-18, 2009**

## ***Questions?***

**Contact us at (703) 549-7100**

- ***General Conference Information &  
Conference Program Content***  
***Jessica Allen - jallen@ipma-hr.org***
- ***Conference Registration***  
***Angie Silas - asilas@ipma-hr.org***
- ***Exhibitor and/or Sponsorship Opportunities***  
***Jessica Allen - jallen@ipma-hr.org***
- ***IPMA-HR Membership Information***  
***Irina Bowyer - ibowyer@ipma-hr.org***  
***Jessica Allen - jallen@ipma-hr.org***

## REGISTRATION FORM

### PARTICIPANT INFORMATION

First Name	Last Name	Nickname for Badge	
Title		Designation (e.g., IPMA-CP)	
Agency/Organization			
Mailing Address			
City	State/Province	ZIP/Postal Code	Country
Phone	FAX	Email Address	

### CONFERENCE REGISTRATION FEE

- Full Conference Registration  \$500
- On-Site Full Conference Registration (registrations received after May 29, 2009)  \$550
- Group Discount  \$425  
*5 or more staff from the same organization/agency. Each member of the group must complete a registration form. All group registration forms must be submitted simultaneously.*

One-Day Registration (please select a day)

- Tuesday \$250  
 Wednesday \$250

Half-Day Registration (Thursday only)  \$150

Full-time Student Conference Registration  \$150

HR Directors Workshop\* – Monday, June 15 (1:00 – 4:00 pm)

- I am currently the HR Director or Assistant HR Director (or equivalent) and would like to attend the workshop.

\*HR Directors Workshop included in full conference registration fee

Full Conference Registration fee includes all education sessions, materials, refreshment breaks, and lunch (lunch for Tuesday and Wednesday only).

### REGISTRATION AND PAYMENT

Registrations are processed in the order in which they are received. Full payment must be submitted with registrations. If paying by check and check is not received by day of conference, you will be asked to submit another form of payment on-site.

- Check Enclosed (payable to IPMA-HR)
- I authorize IPMA-HR to charge \$ \_\_\_\_\_ to my:  MasterCard  Visa

Card#	Expiration Date
Name of Card Holder	Signature

Confirmation: We will confirm registration by mail and/or email within 10 days of receipt of your completed registration and payment.

### CANCELLATION / REFUND POLICY

- All cancellation requests must be submitted in writing and faxed to (703) 684-0948 or mailed (address below).
- If received in writing before Friday, June 5, 2009, IPMA-HR will refund the registration fee less a \$75 processing fee.
- Registration fees will not be refunded for (1) cancellations received after Friday, June 5, 2009 or (2) no-shows.

**SEND REGISTRATION AND PAYMENT TO:**

IPMA-HR  
1617 Duke Street  
Alexandria, Virginia 22314  
Fax (703) 684-0948

**QUESTIONS ABOUT THE CONFERENCE?**

Jessica Allen  
Phone: (703) 549-7100  
jallen@ipma-hr.org

## Membership Category

(check one)

- \_\_\_\_\_ U.S. Agency/Associates (see box below)
- \$500 International Agency
- \$145 Individual
- \$105 Online
- \$70 Emeritus
- \$35 Student (Please provide a copy of your student ID or most recent transcripts)

## Agency Dues Chart

Number of Covered Staff	Dues
1-3 Staff	\$360
4-6 Staff	\$720
7-10 Staff	\$1,200
11-15 Staff	\$1,800*
16-20 Staff	\$2,400*
21+ Staff	\$2,400* + \$115 each additional person

.....  
\*Membership level includes one complimentary IPMA-HR International Training Conference Registration fee (a \$700 value!)

\*\*Must be in addition to an agency membership

## Individual or Agency\*\*

### Primary Contact

To assist with accuracy, please attach your business card.

Name \_\_\_\_\_

Title \_\_\_\_\_

Agency \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Zip \_\_\_\_\_

Email \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

\*\*If agency, please list additional staff you wish to cover with membership on an attached separate sheet of paper.

How many years have you been in the HR profession? \_\_\_\_\_

How many years have you been with your current employer? \_\_\_\_\_

How did you hear about us? \_\_\_\_\_  
(if colleague, please provide name)

## Method of Payment

Check (in U.S. funds only) payable to IPMA-HR

Visa

MasterCard

Account # \_\_\_\_\_

Expiration \_\_\_\_\_

Name on Card (please print) \_\_\_\_\_

Signature of Cardholder \_\_\_\_\_

## I work in the following industry:

(check one)

- Federal Government
- State Government
- County Government
- Municipal Government
- Special District
- University/School
- Private Industry
- Independently Employed

- Mail Preference Service.** IPMA-HR occasionally shares information with recognized organizations that alert members to relevant goods and services. Please check the box if you prefer **NOT** to have your name provided to those other organizations.

USVICONF09

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IPMA-HR is the recognized leader in the delivery of innovative solutions and practical resources for all levels of public sector HR professionals

**IPMA-HR**

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Alexandria, VA 22314  
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